

# WAGE RATES AND EARNINGS

**NOVEMBER 1971**



COMMONWEALTH BUREAU OF CENSUS AND STATISTICS  
CANBERRA, AUSTRALIA

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## CONTENTS

Table		Page
	<u>I. WAGE RATES INDEXES</u>	
..	Explanatory notes .. .. .	2
	<u>Adult male wage rates</u>	
	Weekly rates:	
1.	Industry groups, States, 30 November 1971 ..	4
2.	All groups, States, November 1969 to November 1971 ..	5
3.	Commonwealth and State awards, etc., States, November 1969 to November 1971 ..	6
4.	Commonwealth and State awards, etc., Australia, June 1939 to November 1971 ..	7
	Hourly rates:	
5.	Industry groups, States, 30 November 1971 ..	8
6.	All groups, States, November 1969 to November 1971 ..	9
	<u>Adult female wage rates</u>	
	Weekly rates:	
7.	Industry groups, States, 30 November 1971 ..	10
8.	All groups, States, November 1969 to November 1971 ..	11
	Hourly rates:	
9.	Industry groups, States, 30 November 1971 ..	12
10.	All groups, States, November 1969 to November 1971 ..	13
	<u>II. BASIC WAGES, MINIMUM WAGES, AND INCREASES IN "TOTAL WAGES"</u>	
..	Commonwealth basic wage rates .. .. .	14
11.	State basic wage rates .. .. .	14
12.	Minimum wage, adult males - Commonwealth awards ..	15
13.	Minimum wage, adult males - State awards ..	15
14.	General increases in award "total wages" ..	16
	<u>III. AVERAGE WEEKLY EARNINGS</u>	
..	Explanatory Notes .. .. .	17
15.	Average weekly earnings, States, 1966-67 to September quarter 1971 ..	18
16.	Average weekly earnings, Australia, 1961-62 to June quarter 1966 ..	18
	<u>IV. SURVEYS OF WEEKLY EARNINGS AND HOURS</u>	
..	Explanatory notes .. .. .	19
	Average weekly earnings and hours:	
17.	Industry groups, Australia, October 1970 ..	20
18.	Industry groups, Australia, adult males, October 1963 to 1970 ..	21
19.	All industry groups, States, October 1963 to 1970 ..	22
20.	Overtime and ordinary time, Australia, October 1966 to 1970 ..	23
21.	Average weekly earnings, Male managerial etc. staff, October 1963 to 1970 .. .. .	24
22.	Total weekly earnings groups and average weekly earnings, adult males, States, May 1971 .. .. .	25
23.	Average weekly earnings, adult males, industry groups, Australia, May 1971 .. .. .	26



# I. WAGE RATES INDEXES

1. This section contains particulars of weighted average minimum weekly and hourly wage rates for adult males and adult females for Australia and each State, together with index numbers with base : year 1954 = 100.

2. The wage rates used in the compilation of the indexes are the lowest rates for a full week's work (excluding overtime) prescribed for particular occupations. Relevant rates of prescribed "minimum wage for adult males" (see page 15) are used where applicable. The ten per cent additions to minimum wage rates for adult males first prescribed in some Western Australian State awards in October 1970, are included in the wage rates (see page 14). For some occupations general loadings of various kinds are included. Loadings, etc. that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service; working in wet, dirty or confined places; excess fares incurred due to location of building site) are not included in the wage rates indexes. In the majority of cases the rates used in the indexes are prescribed in awards or determinations of Commonwealth or State industrial authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are dominant in the particular industries to which they refer.

3. The Wage Rates Indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954, which showed the number of employees covered by individual awards, determinations and collective agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc., in the various industries, thereby providing occupation weights.

4. The minimum wage rates used in the indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and collective agreements in force at the end of each period commencing with March 1939 for adult males and March 1951 for adult females. The index for adult males includes rates for 3,415 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 and 515. By use of the industry and occupation weights derived from the surveys described above, these rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the indexes.

5. Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", those awards, etc. which relate solely or mainly to salary-earners are excluded. Thus awards relating to employees in the Finance and Property industry group (banking, insurance, etc.) are excluded as are awards relating to occupations such as engineers, scientists, architects, teachers, nurses, etc. and to administrative employees in government services. Some awards that specify annual rates of pay for certain occupations mainly in government employment (for example, mail officers, postal officers, drivers, linesmen, telecommunications technicians, clerks and clerical assistants, office machine operators, typists, telephonists, etc.) are included.

6. The indexes are designed to measure trends in wage rates in current awards etc. excluding the effects of changes in the relative importance of industries, awards and occupations. The weighted average wage rates shown in the tables in this section are therefore indexes expressed in money terms, and do not purport to be actual current averages. Similarly, neither these weighted average wage rates nor the corresponding index numbers measure the relative levels of average current wage rates as between States or industries.

7. Since 1954 the industrial structure in Australia has undergone changes which are likely to have had some effects on the representativeness of the regimen of the indexes. These effects are mitigated because occupations in new or expanding industries are often covered by existing awards and the wage rates for new occupations usually conform very closely to those for existing occupations. Also, where an entirely new award has been made and the number of employees affected has warranted such action, occupations from



the new award have been introduced into the indexes. These latter cases have not been of great significance.

8. Weighted average minimum weekly wage rates for adult males covered by "Commonwealth awards, etc." and for those covered by "State awards, etc." (as defined below) are shown separately in Tables 3 and 4.

Relevant definitions are as follows:

"Commonwealth awards, etc." include awards of, or collective agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator.

"State awards, etc." include awards or determinations of, or collective agreements registered with, State industrial tribunals together with certain unregistered collective agreements where these are dominant in the particular industries to which they refer.

9. The proportion of employees covered by Commonwealth and State awards, etc. varies considerably between States. In addition, the proportions of employees engaged in the respective industries and occupations differ from State to State. As a result there may be relatively wide differences between the weighted average wage rates in the several States.

10. Weekly wage rates for adult males cannot be compared directly with average weekly earnings per employed male unit shown in Section III, because the latter include the actual earnings of all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) in all industries. The figures of earnings are quarterly averages and include, in addition to wages and salaries at award, etc. rates, overtime earnings, over-award and bonus payments, and payments made in advance or retrospectively during the periods specified. They also reflect changes in the importance of different industries and occupations. Certain of these differences also apply to the average weekly earnings figures shown in Section IV.

11. Wage rates and index numbers for adult males are available as at the end of each quarter from March 1939 to December 1956 and as at the end of each month from January 1957. Particulars for adult females have been compiled quarterly from March 1951 to June 1967 and monthly from July 1967. For details of wage rates and index numbers from 1939 reference should be made to the following bulletins.

Minimum Wage Rates, March 1939 to June 1965, (Reference No. 6.17)

Wage Rates Indexes, June 1965 to June 1968 (Reference No. 6.21)

Wage Rates and Earnings, June 1970 (Reference No. 6.16) (for final figures July 1968 to June 1969)

Wage Rates and Earnings, June 1971 (Reference No. 6.16) (for final figures July 1969 to June 1970)

Figures subsequent to June 1970 will be found in the monthly bulletins, Wage Rates and Earnings, commencing with the June 1971 issue.

12. In some cases, when awards, etc. are varied, the new wage rates are made retrospective. Also there is generally an unavoidable, and sometimes considerable, delay in the receipt of notification of changes in wage rates in respect of the occupations included in the indexes. Because of these delays, etc. figures for July 1970 and subsequent months are subject to revision. As such revisions are made they are published in the normal monthly tables of this bulletin. Considerations of space preclude the publication herein of revised figures for each industry group in each State but these are available on request. Final figures for months to June 1970 will be found in bulletins listed in paragraph 11 above. Final figures for months to June 1971 will be published in the June 1972 issue of Wage Rates and Earnings bulletin.



**TABLE 1. - WEEKLY WAGE RATES : ADULT MALES (a)**  
**INDUSTRY GROUPS, 30 November 1971 (b)**

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc.; and index numbers of wage rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE (\$)</b>							
Mining and quarrying (c)	71.25	59.62	70.78	56.62	59.22	65.44	67.91
Manufacturing							
Engineering, metals, vehicles, etc.	57.79	58.94	62.42	57.71	60.76	60.44	58.69
Textiles, clothing and footwear	56.13	55.44	58.11	53.58	58.78	52.52	55.74
Food, drink and tobacco	57.95	60.24	56.97	55.55	59.58	56.77	58.31
Sawmilling, furniture, etc.	58.61	56.24	56.87	57.67	58.92	55.42	57.51
Paper, printing, etc.	63.57	64.87	68.67	64.51	69.01	58.43	64.44
Other manufacturing	59.03	58.59	59.00	57.58	60.46	54.40	58.74
All manufacturing groups	58.33	58.79	59.90	57.58	60.59	57.56	58.66
Building and construction	61.16	66.71	60.26	60.87	64.18	59.09	62.50
Railway services	57.67	53.32	63.09	54.98	58.23	59.76	57.97
Road and air transport	60.28	57.07	56.83	55.17	59.21	58.77	58.40
Shipping and stevedoring	64.53	64.73	63.59	63.93	65.25	64.28	64.38
Communication	77.23	77.81	76.86	77.05	77.59	75.47	77.29
Wholesale and retail trade	60.59	59.68	61.28	57.07	58.92	57.91	59.90
Public authority (n.e.i.) and community and business services	61.56	61.09	62.50	55.80	58.68	64.29	60.91
Amusement, hotels, personal service, etc.	56.72	54.53	54.24	53.63	55.13	54.21	55.33
All industry groups (d)	60.46	60.23	61.58	58.44	61.03	59.49	60.37

**INDEX NUMBERS**

(Base : Weighted average weekly wage rate, Australia, 1954=100)

Mining and quarrying (c)	252.3	211.1	250.6	200.5	209.7	231.7	240.5
Manufacturing							
Engineering, metals, vehicles, etc.	204.6	208.7	221.0	204.4	215.1	214.0	207.8
Textiles, clothing and footwear	198.8	196.3	205.8	189.7	208.1	186.0	197.4
Food, drink and tobacco	205.2	213.3	201.7	196.7	211.0	201.0	206.5
Sawmilling, furniture, etc.	207.5	199.1	201.4	204.2	208.6	196.2	203.6
Paper, printing, etc.	225.1	229.7	243.2	228.4	244.4	206.9	228.2
Other manufacturing	209.0	207.5	208.9	203.9	214.1	192.6	208.0
All manufacturing groups	206.5	208.2	212.1	203.9	214.5	203.8	207.7
Building and construction	216.5	236.2	213.4	215.5	227.2	209.2	221.3
Railway services	204.2	188.8	223.4	194.7	206.2	211.6	205.3
Road and air transport	213.4	202.1	201.2	195.4	209.6	208.1	206.8
Shipping and stevedoring	228.5	229.2	225.2	226.4	231.0	227.6	228.0
Communication	273.5	275.5	272.1	272.8	274.7	267.2	273.7
Wholesale and retail trade	214.6	211.3	217.0	202.1	208.6	205.1	212.1
Public authority (n.e.i.) and community and business services	218.0	216.3	221.3	197.6	207.8	227.6	215.7
Amusement, hotels, personal service, etc.	200.8	193.1	192.1	189.9	195.2	191.9	195.9
All industry groups (d)	214.1	213.3	218.0	206.9	216.1	210.7	213.8

(a) See paragraph 6, page 2. (b) Figures subject to revision - see paragraph 12, page 3. (c) For mining, the wage rates include lead bonuses, etc. (d) Excludes rural.



TABLE 2. - WEEKLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc.; and index numbers of wage rates.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (\$)							
1969 November	50.65	50.05	50.21	49.02	50.08	50.33	50.22
December	52.38	51.74	51.91	50.76	50.69	52.00	51.86
1970 January	52.42	51.74	51.91	50.76	50.69	52.00	51.88
February	52.58	51.81	51.96	50.82	50.75	52.19	51.99
March	52.62	51.81	51.98	50.85	50.78	52.24	52.01
April	52.63	51.90	51.98	50.90	50.84	52.25	52.05
May	52.80	52.25	52.22	51.12	51.06	52.61	52.29
June	52.86	52.26	52.76	51.16	51.09	52.64	52.40
July	53.02	52.66	53.25	51.36	51.40	53.20	52.70
August	53.19	53.02	53.75	51.58	51.54	53.28	52.96
September	53.28	53.18	54.03	51.68	51.67	53.32	53.10
October	53.65	53.21	54.16	51.87	54.48	54.05	53.51
November	54.09	53.36	54.74	51.96	54.87	54.16	53.84
December	54.22	53.48	55.04	52.11	55.94	54.46	54.06
1971 January	57.90	57.26	58.63	55.52	56.92	58.02	57.54
February	58.04	57.36	58.67	55.57	57.54	58.45	57.69
March	58.04	57.39	58.69	55.63	57.75	58.47	57.72
April	58.17	57.49	58.88	55.91	57.78	58.49	57.86
May	58.31	57.68	58.97	56.34	57.83	58.53	58.02
June	58.52	57.94	59.26	56.65	57.98	58.71	58.26
July	58.59	58.43	59.28	56.69	58.15	58.73	58.44
August	59.88	59.42	60.13	57.89	59.32	59.25	59.55
September	60.28	59.73	60.35	58.17	59.37	59.37	59.85
October	60.43	60.02	61.43	58.43	61.03	59.42	60.28
November	60.46	60.23	61.58	58.44	61.03	59.49	60.37

## INDEX NUMBERS

(Base : Weighted average weekly wage rate, Australia 1954 = 100)

1969 November	179.3	177.2	177.8	173.6	177.3	178.2	177.8
December	185.5	183.2	183.8	179.7	179.5	184.1	183.6
1970 January	185.6	183.2	183.8	179.7	179.5	184.1	183.7
February	186.2	183.4	184.0	179.9	179.7	184.8	184.1
March	186.3	183.4	184.0	180.0	179.8	185.0	184.2
April	186.4	183.8	184.0	180.2	180.0	185.0	184.3
May	187.0	185.0	184.9	181.0	180.8	186.3	185.1
June	187.2	185.1	186.8	181.1	180.9	186.4	185.5
July	187.7	186.5	188.6	181.9	182.0	188.4	186.6
August	188.3	187.7	190.3	182.6	182.5	188.7	187.5
September	188.7	188.3	191.3	183.0	183.0	188.8	188.0
October	190.0	188.4	191.8	183.7	192.9	191.4	189.5
November	191.5	188.9	193.8	184.0	194.3	191.8	190.6
December	192.0	189.4	194.9	184.5	198.1	192.8	191.4
1971 January	205.0	202.7	207.6	196.6	201.6	205.4	203.7
February	205.5	203.1	207.8	196.8	203.7	207.0	204.3
March	205.5	203.2	207.8	197.0	204.5	207.0	204.4
April	206.0	203.6	208.5	198.0	204.6	207.1	204.9
May	206.5	204.2	208.8	199.5	204.8	207.2	205.4
June	207.2	205.2	209.8	200.6	205.3	207.9	206.3
July	207.5	206.9	209.9	200.7	205.9	208.0	206.9
August	212.0	210.4	212.9	205.0	210.0	209.8	210.8
September	213.4	211.5	213.7	206.0	210.2	210.2	211.9
October	214.0	212.5	217.5	206.9	216.1	210.4	213.4
November	214.1	213.3	218.0	206.9	216.1	210.7	213.8

(a) Excludes rural. See paragraph 6, page 2. Figures for July 1970 and subsequent months are subject to revision - see paragraph 12, page 3.



**TABLE 3. - WEEKLY WAGE RATES : ADULT MALES (a)**  
**COMMONWEALTH AND STATE AWARDS ETC. (\$)**

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations and agreements.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>COMMONWEALTH AWARDS, ETC.</b>							
1969 November	50.66	49.51	51.63	49.78	54.58	49.76	50.21
December	52.59	51.31	53.86	51.65	57.27	51.48	52.10
1970 January	52.59	51.31	53.87	51.65	57.27	51.48	52.10
February	52.68	51.39	54.11	51.72	57.66	51.57	52.19
March	52.68	51.39	54.11	51.72	57.66	51.61	52.19
April	52.69	51.40	54.11	51.72	57.66	51.61	52.20
May	52.94	51.59	54.94	52.03	59.03	52.16	52.50
June	52.98	51.61	54.94	52.04	59.03	52.22	52.52
July	53.08	52.09	54.94	52.23	59.03	52.80	52.79
August	53.12	52.46	55.08	52.43	59.20	52.93	52.99
September	53.17	52.63	55.10	52.51	59.44	52.93	53.08
October	53.35	52.65	55.10	52.52	59.44	53.05	53.17
November	53.50	52.82	55.23	52.63	59.71	53.20	53.32
December	53.67	52.98	55.68	52.80	60.42	53.56	53.52
1971 January	57.45	56.58	59.40	56.37	64.12	57.23	57.19
February	57.67	56.71	59.48	56.41	64.12	57.55	57.35
March	57.67	56.75	59.48	56.41	64.12	57.55	57.37
April	57.77	56.82	59.67	56.49	64.36	57.57	57.46
May	57.86	57.08	59.92	56.87	64.36	57.63	57.65
June	58.26	57.47	60.55	57.28	65.39	57.84	58.06
July	58.27	57.51	60.57	57.32	65.39	57.85	58.09
August	60.02	58.82	61.44	58.92	65.52	58.69	59.55
September	60.48	59.14	62.02	59.23	65.63	58.89	59.94
October	60.75	59.39	62.36	59.34	66.29	58.98	60.18
November	60.75	59.48	62.36	59.34	66.29	58.98	60.21
<b>STATE AWARDS, ETC.</b>							
1969 November	50.62	51.25	49.84	47.30	49.49	51.22	50.24
December	52.15	52.70	51.41	48.72	49.82	52.80	51.61
1970 January	52.24	52.70	51.41	48.74	49.82	52.80	51.64
February	52.48	52.75	51.41	48.77	49.84	53.15	51.76
March	52.56	52.75	51.43	48.86	49.87	53.21	51.81
April	52.57	53.03	51.43	49.03	49.94	53.22	51.88
May	52.64	53.73	51.52	49.04	50.00	53.30	52.06
June	52.72	53.74	52.19	49.15	50.04	53.30	52.26
July	52.96	53.95	52.82	49.40	50.39	53.82	52.60
August	53.27	54.27	53.41	49.64	50.52	53.82	52.94
September	53.41	54.40	53.76	49.78	50.65	53.91	53.12
October	53.98	54.47	53.92	50.39	53.82	55.60	53.87
November	54.76	54.56	54.61	50.44	54.23	55.64	54.40
December	54.84	54.60	54.87	50.54	55.35	55.84	54.65
1971 January	58.40	58.77	58.43	53.59	55.97	59.24	57.92
February	58.46	58.80	58.47	53.65	56.67	59.85	58.06
March	58.45	58.82	58.49	53.83	56.91	59.90	58.11
April	58.61	58.99	58.68	54.61	56.91	59.92	58.29
May	58.81	59.01	58.72	55.12	56.97	59.92	58.41
June	58.81	59.01	58.93	55.20	57.00	60.04	58.47
July	58.95	60.47	58.95	55.27	57.19	60.10	58.82
August	59.73	60.74	59.80	55.54	58.50	60.10	59.54
September	60.05	61.03	59.92	55.75	58.55	60.10	59.76
October	60.07	61.43	61.18	56.36	60.33	60.10	60.39
November	60.13	61.89	61.38	56.39	60.33	60.28	60.55

(a) Excludes rural. See paragraph 6, page 2. For definitions, see paragraph 8, page 3. Figures for July 1970 and subsequent months are subject to revision - see paragraph 12, page 3.



TABLE 4. - WEEKLY WAGE RATES : ADULT MALES. AUSTRALIA (a)

## COMMONWEALTH AND STATE AWARDS, ETC. (\$)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations and agreements.

End of -	Common- wealth awards, etc.	State awards, etc.	All awards, etc.	End of -	Common- wealth awards, etc.	State awards, etc.	All awards, etc.
1939 June	9.71	9.88	9.80	1962 June	36.44	36.75	36.59
December	9.70	9.98	9.83	December	36.49	36.83	36.66
1940 June	9.82	10.05	9.93	1963 June	37.21	37.29	37.25
December	10.10	10.26	10.18	December	37.33	37.77	37.55
1941 June	10.72	10.62	10.64	1964 June	39.31	38.78	39.06
December	10.93	10.82	10.88	December	39.54	39.76	39.65
1942 June	11.41	11.16	11.28	1965 June	39.70	40.41	40.04
December	11.87	11.62	11.74	December	40.44	41.10	40.76
1943 June	12.00	11.78	11.89	1966 June	40.55	41.72	41.11
December	12.08	11.93	12.00	December	42.77	43.35	43.05
1944 June	12.01	11.92	11.97	1967 June	43.61	44.15	43.87
December	12.06	11.98	12.02	December	44.77	45.24	45.00
1945 June	12.02	11.94	11.98	1968 June	46.79	46.00	46.40
December	12.07	12.05	12.06	December	49.39	48.54	48.98
1946 June	12.11	12.13	12.12	1969 June	49.85	49.46	49.66
December	12.92	12.88	12.90	December	52.10	51.61	51.86
1947 June	13.35	13.28	13.32	1970 June	52.52	52.26	52.40
December	14.27	13.87	14.07	December	53.52	54.65	54.06
1948 June	15.02	14.78	14.90	1971 June	58.06	58.47	58.26
December	15.62	15.69	15.65	1969 November	50.21	50.24	50.22
1949 June	16.18	16.24	16.21	December	52.10	51.61	51.86
December	16.83	16.90	16.87	1970 January	52.10	51.64	51.88
1950 June	17.47	17.49	17.48	February	52.19	51.76	51.99
December	20.18	20.23	20.20	March	52.19	51.81	52.01
1951 June	21.77	21.82	21.80	April	52.20	51.88	52.05
December	24.24	24.24	24.24	May	52.50	52.06	52.29
1952 June	25.84	25.99	25.92	June	52.52	52.26	52.40
December	27.36	27.28	27.32	July	52.79	52.60	52.70
1953 June	27.71	27.65	27.68	August	52.99	52.94	52.96
December	27.98	28.06	28.02	September	53.08	53.12	53.10
1954 June	27.98	28.22	28.10	October	53.17	53.87	53.51
December	28.87	28.49	28.68	November	53.32	54.40	53.84
1955 June	29.18	29.12	29.15	December	53.52	54.65	54.06
December	29.40	30.02	29.70	1971 January	57.19	57.92	57.54
1956 June	30.38	30.77	30.56	February	57.35	58.06	57.69
December	30.67	31.96	31.30	March	57.37	58.11	57.72
1957 June	31.50	31.83	31.67	April	57.46	58.29	57.86
December	31.53	31.96	31.74	May	57.65	58.41	58.02
1958 June	31.99	32.32	32.16	June	58.06	58.47	58.26
December	32.01	32.59	32.29	July	58.09	58.82	58.44
1959 June	33.48	33.06	33.28	August	59.55	59.54	59.55
December	34.93	33.98	34.47	September	59.94	59.76	59.85
1960 June	35.03	35.18	35.09	October	60.18	60.39	60.28
December	35.14	35.88	35.50	November	60.21	60.55	60.37
1961 June	35.28	36.36	35.79				
December	36.39	36.76	36.58				

(a) Excludes rural. See paragraph 6, page 2. For definitions see paragraph 8, page 3. Figures for July 1970 and subsequent months are subject to revision - see paragraph 12, page 3.



TABLE 5. - HOURLY WAGE RATES : ADULT MALES (a)

INDUSTRY GROUPS, 30 NOVEMBER 1971 (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Cents)							
Mining and quarrying (c)	199.30	149.04	186.85	141.55	155.18	167.28	183.19
Manufacturing							
Engineering, metals, vehicles, etc.	144.48	147.36	156.05	144.28	151.90	151.10	146.72
Textiles, clothing and footwear	140.34	138.60	145.29	133.96	146.96	131.30	139.36
Food, drink and tobacco	145.09	150.60	142.43	138.89	148.96	141.93	145.85
Sawmilling, furniture, etc.	146.53	140.59	142.16	144.18	147.31	138.56	143.78
Paper, printing, etc.	158.91	162.40	171.68	161.27	176.02	146.07	161.32
Other manufacturing	147.57	146.61	147.50	144.30	150.79	136.12	146.92
All manufacturing groups	145.84	147.02	149.75	144.00	151.54	143.90	146.68
Building and construction	152.89	166.78	150.65	152.18	160.44	147.73	156.26
Railway services	144.18	133.44	157.73	137.45	145.57	149.41	144.95
Road and air transport	150.70	142.69	142.07	137.93	148.02	146.93	146.00
Communication	193.08	194.52	192.14	194.60	193.98	190.60	193.45
Wholesale and retail trade	151.49	149.20	153.19	142.68	147.31	144.78	149.76
Public authority (n.e.i.) and community and business services	156.93	156.91	158.13	142.25	148.25	163.22	155.19
Amusement, hotels, personal service, etc.	141.80	136.32	135.60	134.08	137.82	135.52	138.33
All industry groups (d)	151.84	150.45	154.23	145.74	152.85	148.29	151.17

## INDEX NUMBERS

(Base : Weighted average hourly wage rate, Australia, 1954 = 100)

Mining and quarrying (c)	281.7	210.7	264.1	200.1	219.3	236.4	258.9
Manufacturing							
Engineering, metals, vehicles, etc.	204.2	208.3	220.6	203.9	214.7	213.6	207.4
Textiles, clothing and footwear	198.4	195.9	205.4	189.3	207.7	185.6	197.0
Food, drink and tobacco	205.1	212.9	201.3	196.3	210.5	200.6	206.2
Sawmilling, furniture, etc.	207.1	198.7	200.9	203.8	208.2	195.8	203.2
Paper, printing, etc.	224.6	229.5	242.7	227.9	248.8	206.5	228.0
Other manufacturing	208.6	207.2	208.5	204.0	213.1	192.4	207.7
All manufacturing groups	206.1	207.8	211.7	203.5	214.2	203.4	207.3
Building and construction	216.1	235.7	212.9	215.1	226.8	208.8	220.9
Railway services	203.8	188.6	222.9	194.3	205.8	211.2	204.9
Road and air transport	213.0	201.7	200.8	195.0	209.2	207.7	206.4
Communication	272.9	274.9	271.6	275.1	274.2	269.4	273.4
Wholesale and retail trade	214.1	210.9	216.5	201.7	208.2	204.6	211.7
Public authority (n.e.i.) and community and business services	221.8	221.8	223.5	201.1	209.5	230.7	219.4
Amusement, hotels, personal service, etc.	200.4	192.7	191.7	189.5	194.8	191.5	195.5
All industry groups (d)	214.6	212.7	218.0	206.0	216.0	209.6	213.6

(a) See paragraph 6, page 2. (b) Figures subject to revision - see paragraph 12, page 3.

(c) For mining, the wage rates include lead bonuses, etc. (d) Excludes rural, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available.



TABLE 6. - HOURLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Cents)							
1969 November	126.53	124.99	125.31	122.27	125.38	125.38	125.44
December	130.87	129.22	129.57	126.62	126.84	129.55	129.53
1970 January	130.98	129.22	129.57	126.63	126.84	129.55	129.58
February	131.40	129.40	129.70	126.78	126.99	130.07	129.85
March	131.50	129.40	129.74	126.85	127.06	130.20	129.91
April	131.53	129.63	129.74	126.99	127.24	130.21	130.01
May	131.72	130.30	130.03	127.22	127.47	130.52	130.36
June	131.87	130.33	131.42	127.33	127.56	130.61	130.64
July	132.27	131.36	132.70	127.85	128.37	132.10	131.41
August	132.99	132.24	134.12	128.40	128.68	132.39	132.21
September	133.22	132.63	134.84	128.64	129.00	132.49	132.55
October	134.15	132.73	135.16	129.12	136.22	134.35	133.59
November	135.30	133.10	136.66	129.33	137.23	134.63	134.44
December	135.62	133.40	137.43	129.71	139.98	135.42	135.01
1971 January	144.85	142.88	146.42	138.24	142.28	144.31	143.72
February	145.22	143.13	146.54	138.37	143.86	145.48	144.12
March	145.21	143.22	146.59	138.52	144.40	145.50	144.19
April	145.54	143.48	147.07	139.26	144.48	145.55	144.53
May	145.89	143.95	147.29	140.34	144.62	145.64	144.95
June	146.87	144.63	148.26	141.14	144.99	146.21	145.75
July	147.05	145.87	148.30	141.26	145.44	146.28	146.22
August	150.38	148.39	150.50	144.32	148.45	147.63	149.05
September	151.38	149.18	151.07	145.03	148.59	147.95	149.83
October	151.77	149.93	153.83	145.72	152.85	148.10	150.93
November	151.84	150.45	154.23	145.74	152.85	148.29	151.17
INDEX NUMBERS							
(Base : Weighted average hourly wage rate, Australia, 1954 = 100)							
1969 November	178.8	176.7	177.1	172.8	177.2	177.2	177.3
December	185.0	182.6	183.1	179.0	179.3	183.1	183.1
1970 January	185.1	182.6	183.1	179.0	179.3	183.1	183.1
February	185.7	182.9	183.3	179.2	179.5	183.8	183.5
March	185.9	182.9	183.4	179.3	179.6	184.0	183.6
April	185.9	183.2	183.4	179.5	179.8	184.0	183.8
May	186.2	184.2	183.8	179.8	180.2	184.5	184.3
June	186.4	184.2	185.7	180.0	180.3	184.6	184.6
July	186.9	185.7	187.6	180.7	181.4	186.7	185.7
August	188.0	186.9	189.6	181.5	181.9	187.1	186.9
September	188.3	187.5	190.6	181.8	182.3	187.3	187.4
October	189.6	187.6	191.0	182.5	192.5	189.9	188.8
November	191.2	188.1	193.2	182.8	194.0	190.3	190.0
December	191.7	188.6	194.2	183.3	197.9	191.4	190.8
1971 January	204.7	201.9	207.0	195.4	201.1	204.0	203.1
February	205.3	202.3	207.1	195.6	203.3	205.6	203.7
March	205.2	202.4	207.2	195.8	204.1	205.7	203.8
April	205.7	202.8	207.9	196.8	204.2	205.7	204.3
May	206.2	203.5	208.2	198.4	204.4	205.8	204.9
June	207.5	204.4	209.5	199.5	204.9	206.6	206.0
July	207.8	206.2	209.6	199.7	205.6	206.7	206.6
August	212.5	209.7	212.7	204.0	209.8	208.6	210.6
September	213.9	210.9	213.5	205.0	210.0	209.1	211.7
October	214.5	211.9	217.4	206.0	216.0	209.3	213.3
November	214.6	212.7	218.0	206.0	216.0	209.6	213.6

(a) See paragraph 6, page 2. Excludes rural, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. Figures for July 1970 and subsequent months are subject to revision - see paragraph 12, page 3.



TABLE 7. - WEEKLY WAGE RATES : ADULT FEMALES (a)

INDUSTRY GROUPS, 30 NOVEMBER 1971 (b)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc.; and index numbers of wage rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (\$)							
Engineering, metals, vehicles, etc.	50.36	48.05	46.54	45.52	42.21	44.18	48.67
Textiles, clothing and footwear	43.80	42.24	43.84	42.87	44.42	37.41	42.94
Food, drink and tobacco	45.60	42.09	41.39	40.13	39.45	39.68	42.90
Other manufacturing	44.95	43.50	44.67	41.45	40.84	37.84	44.00
All manufacturing groups	45.64	43.29	43.84	42.92	42.23	38.90	44.19
Transport and communication	50.75	49.87	51.82	50.77	50.75	55.03	50.75
Wholesale and retail trade	50.71	47.50	46.89	43.51	43.17	42.95	47.86
Public authority (n.e.i.) and community and business services	47.11	48.80	46.86	43.03	41.97	47.17	46.95
Amusement, hotels, personal service, etc.	46.41	44.28	41.75	39.83	44.15	42.42	44.55
All industry groups (c)	47.42	45.08	45.63	43.30	43.33	42.17	45.83

## INDEX NUMBERS

(Base : Weighted average weekly wage rate, Australia, 1954 = 100)

Engineering, metals, vehicles, etc.	253.0	241.4	233.8	228.7	212.0	221.9	244.5
Textiles, clothing and footwear	220.0	212.2	220.2	215.3	223.1	187.9	215.7
Food, drink and tobacco	229.1	211.4	207.9	201.6	198.1	199.3	215.5
Other manufacturing	225.8	218.5	224.4	208.2	205.1	190.1	221.0
All manufacturing groups	229.3	217.5	220.2	215.6	212.1	195.4	221.9
Transport and communication	254.9	250.5	260.3	255.0	254.9	276.4	254.9
Wholesale and retail trade	254.7	238.6	235.5	218.6	216.8	215.7	240.4
Public authority (n.e.i.) and community and business services	236.7	245.1	235.4	216.1	210.8	237.0	235.8
Amusement, hotels, personal service, etc.	233.1	222.4	209.7	200.0	221.7	213.1	223.8
All industry groups (c)	238.2	226.4	229.2	217.5	217.7	211.8	230.2

(a) See paragraph 6, page 2. (b) Figures subject to revision - see paragraph 12, page 3. (c) Excludes rural; mining and quarrying; and building and construction.



TABLE 8. - WEEKLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc.; and index numbers of wage rates.

End of -		N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (\$)								
1969	November	37.54	35.97	36.50	34.86	36.39	35.75	36.62
	December	38.69	37.08	37.64	35.94	36.68	36.94	37.70
1970	January	38.84	37.24	37.87	36.12	36.89	37.19	37.87
	February	39.31	37.51	37.93	36.49	36.90	37.27	38.20
	March	39.37	37.57	37.99	36.57	36.90	37.31	38.25
	April	39.37	37.58	38.08	36.57	36.93	37.31	38.27
	May	39.37	37.85	38.13	36.60	37.09	37.31	38.37
	June	39.40	37.85	38.18	36.60	37.14	37.31	38.39
	July	39.49	38.09	38.46	36.70	37.15	37.64	38.55
	August	39.52	38.11	38.47	36.83	37.56	37.64	38.60
	September	39.55	38.12	38.88	36.83	37.71	37.64	38.67
	October	39.61	38.12	38.89	37.21	38.91	37.71	38.79
	November	40.59	38.55	40.52	37.39	40.00	37.89	39.59
	December	40.65	38.64	40.58	37.49	40.00	38.13	39.66
1971	January	43.39	41.24	43.19	40.07	40.62	40.55	42.21
	February	43.70	41.51	43.43	40.25	40.76	40.91	42.48
	March	43.70	41.56	43.43	40.43	40.78	40.91	42.51
	April	43.75	41.78	43.56	41.58	40.86	41.18	42.72
	May	43.90	41.95	43.74	42.26	40.99	41.39	42.91
	June	43.96	42.10	43.82	42.34	41.42	41.48	43.03
	July	44.01	43.36	43.96	42.36	41.42	41.48	43.48
	August	45.55	43.57	44.07	42.73	41.42	41.57	44.23
	September	46.79	44.70	44.94	43.17	42.04	41.80	45.28
	October	47.19	44.87	44.99	43.22	43.28	41.94	45.58
	November	47.42	45.08	45.63	43.30	43.33	42.17	45.83
INDEX NUMBERS								
(Base : Weighted average weekly wage rate, Australia 1954 = 100)								
1969	November	188.6	180.7	183.3	175.1	182.8	179.6	183.9
	December	194.4	186.2	189.0	180.5	184.2	185.6	189.4
1970	January	195.1	187.0	190.2	181.4	185.3	186.8	190.2
	February	197.5	188.4	190.5	183.3	185.4	187.2	191.9
	March	197.8	188.7	190.8	183.7	185.4	187.4	192.1
	April	197.8	188.8	191.3	183.7	185.5	187.4	192.2
	May	197.8	190.1	191.6	183.8	186.3	187.4	192.8
	June	197.9	190.1	191.8	183.8	186.5	187.4	192.9
	July	198.4	191.3	193.2	184.3	186.6	189.1	193.7
	August	198.5	191.4	193.2	185.0	188.7	189.1	193.9
	September	198.7	191.5	195.3	185.0	189.4	189.1	194.2
	October	199.0	191.5	195.3	186.9	195.4	189.4	194.8
	November	203.9	193.6	203.6	187.8	200.9	190.3	198.8
	December	204.2	194.1	203.8	188.3	200.9	191.5	199.2
1971	January	217.9	207.2	216.9	201.3	204.0	203.7	212.0
	February	219.5	208.5	218.2	202.2	204.7	205.5	213.4
	March	219.5	208.7	218.2	203.1	204.9	205.5	213.5
	April	219.8	209.9	218.8	208.8	205.3	206.9	214.6
	May	220.5	210.7	219.7	212.3	205.9	207.9	215.6
	June	220.8	211.5	220.1	212.7	208.0	208.4	216.1
	July	221.1	217.8	220.8	212.8	208.0	208.4	218.4
	August	228.8	218.9	221.3	214.7	208.0	208.8	222.2
	September	235.0	224.5	225.7	216.8	211.2	209.9	227.5
	October	237.0	225.4	226.0	217.1	217.4	210.7	229.0
	November	238.2	226.4	229.2	217.5	217.7	211.8	230.2

(a) See paragraph 6, page 2. Excludes rural; mining and quarrying; and building and construction. Figures for July 1970 and subsequent months are subject to revision - see paragraph 12, page 3.



TABLE 9. - HOURLY WAGE RATES : ADULT FEMALES (a)

INDUSTRY GROUPS, 30 NOVEMBER 1971 (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Cents)							
Engineering, metals, vehicles, etc.	126.00	120.54	116.35	113.80	105.53	110.45	121.86
Textiles, clothing and footwear	109.62	105.59	109.59	107.17	111.05	93.52	107.40
Food, drink and tobacco	114.01	105.22	103.47	100.32	98.61	99.19	107.25
Other manufacturing	112.96	108.91	111.67	104.00	102.09	94.61	110.36
All manufacturing groups	114.33	108.31	109.60	107.40	105.56	97.25	110.59
Transport and communication	133.41	131.44	137.06	134.17	134.02	151.67	133.87
Wholesale and retail trade	128.21	118.74	117.22	108.78	107.92	107.37	120.20
Public authority (n.e.i.) and community and business services	122.39	124.33	119.42	109.79	106.41	125.21	120.61
Amusement, hotels, personal service, etc.	117.78	110.86	104.62	99.93	110.59	106.39	112.28
All industry groups (c)	119.98	113.24	114.93	108.88	108.92	106.43	115.53

## INDEX NUMBERS

(Base : Weighted average hourly wage rate, Australia, 1954 = 100)

Engineering, metals, vehicles, etc.	251.1	240.3	231.9	226.8	210.3	220.1	242.9
Textiles, clothing and footwear	218.5	210.5	218.4	213.6	221.4	186.4	214.1
Food, drink and tobacco	227.2	209.7	206.2	200.0	196.6	197.7	213.8
Other manufacturing	225.1	217.1	222.6	207.3	203.5	188.6	220.0
All manufacturing groups	227.9	215.9	218.5	214.1	210.4	193.8	220.4
Transport and communication	265.9	262.0	273.2	267.4	267.1	302.3	266.8
Wholesale and retail trade	255.5	236.7	233.6	216.8	215.1	214.0	239.6
Public authority (n.e.i.) and community and business services	244.0	247.8	238.0	218.8	212.1	249.6	240.4
Amusement, hotels, personal service, etc.	234.8	211.0	208.5	199.2	220.4	212.1	223.8
All industry groups (c)	239.1	225.7	229.1	217.0	217.1	212.1	230.3

(a) See paragraph 6, page 2. (b) Figures subject to revision - see paragraph 12, page 3. (c) Excludes rural; mining and quarrying; and building and construction.



TABLE 10. - HOURLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Cents)							
1969 November	94.99	90.35	91.94	87.66	91.47	90.21	92.30
December	97.89	93.14	94.80	90.37	92.19	93.23	95.04
1970 January	98.26	93.54	95.38	90.82	92.72	93.86	95.46
February	99.46	94.24	95.54	91.76	92.75	94.05	96.28
March	99.62	94.37	95.68	91.96	92.75	94.15	96.42
April	99.62	94.40	95.91	91.96	92.82	94.15	96.46
May	99.62	95.09	96.06	92.03	93.23	94.15	96.73
June	99.69	95.09	96.17	92.03	93.35	94.15	96.78
July	99.91	95.68	96.88	92.28	93.39	94.99	97.18
August	99.98	95.73	96.91	92.61	94.42	94.99	97.31
September	100.07	95.76	97.92	92.63	94.79	94.99	97.48
October	100.22	95.77	97.95	93.56	97.80	95.18	97.78
November	102.69	96.84	102.07	94.03	100.55	95.62	99.79
December	102.84	97.06	102.21	94.28	100.55	96.22	99.97
1971 January	108.77	103.60	108.79	100.76	102.09	102.34	106.40
February	110.57	104.27	109.39	101.22	102.45	103.24	107.09
March	110.57	104.39	109.39	101.67	102.51	103.24	107.17
April	110.70	104.97	109.72	104.55	102.71	103.94	107.68
May	111.07	105.38	110.17	106.28	103.04	104.46	108.17
June	111.22	105.76	110.38	106.47	104.11	104.68	108.46
July	111.35	108.91	110.74	106.51	104.11	104.68	109.60
August	115.23	109.46	110.99	107.46	104.11	104.91	111.49
September	118.37	112.28	113.20	108.55	105.67	105.48	114.14
October	119.38	112.72	113.32	108.69	108.79	105.85	114.91
November	119.98	113.24	114.93	108.88	108.92	106.43	115.53
INDEX NUMBERS							
(Base : Weighted average hourly wage rate, Australia, 1954 = 100)							
1969 November	189.3	180.1	183.3	174.7	182.3	179.8	184.0
December	195.1	185.7	189.0	180.1	183.8	185.8	189.4
1970 January	195.9	186.4	190.1	181.0	184.8	187.1	190.3
February	198.2	187.8	190.4	182.9	184.9	187.5	191.9
March	198.6	188.1	190.7	183.3	184.9	187.7	192.2
April	198.6	188.2	191.2	183.3	185.0	187.7	192.3
May	198.6	189.5	191.5	183.4	185.8	187.7	192.8
June	198.7	189.5	191.7	183.4	186.1	187.7	192.9
July	199.2	190.7	193.1	183.9	186.1	189.3	193.7
August	199.3	190.8	193.2	184.6	188.2	189.3	194.0
September	199.5	190.9	195.2	184.6	188.9	189.3	194.3
October	199.8	190.9	195.2	186.5	194.9	189.7	194.9
November	204.7	193.0	203.5	187.4	200.4	190.6	198.9
December	205.0	193.5	203.7	187.9	200.4	191.8	199.3
1971 January	218.8	206.5	216.8	200.8	203.5	204.0	212.1
February	220.4	207.8	218.0	201.8	204.2	205.8	213.5
March	220.4	208.1	218.0	202.6	204.3	205.8	213.6
April	220.6	209.2	218.7	208.4	204.7	207.2	214.6
May	221.4	210.1	219.6	211.8	205.4	208.2	215.6
June	221.7	210.8	220.0	212.2	207.5	208.6	216.2
July	222.0	217.1	220.7	212.3	207.5	208.6	218.5
August	229.7	218.2	221.2	214.2	207.5	209.1	222.2
September	235.9	223.8	225.6	216.4	210.6	210.2	227.5
October	238.0	224.7	225.9	216.6	216.8	211.0	229.0
November	239.1	225.7	229.1	217.0	217.1	212.1	230.3

(a) See paragraph 6, page 2. Excludes rural; mining and quarrying; and building and construction. Figures for July 1970 and subsequent months are subject to revision - see paragraph 12, page 3.



## II. BASIC WAGES, MINIMUM WAGES, AND INCREASES IN "TOTAL WAGES"

Information in this section gives details of basic wage rates (page 14), rates of minimum wage for adult males (page 15), and general increases in award "total wages" (page 16), prescribed in recent years in awards of Commonwealth and State industrial tribunals. For further information on wage determination in Australia see the Official Year Books or the annual Labour Reports. The Appendix to Labour Report No. 54, 1968 and 1969 (pages 335-347) contains long-term tables showing Commonwealth and State basic wage rates.

**COMMONWEALTH BASIC WAGES.** In June 1967 the Commonwealth Conciliation and Arbitration Commission decided to eliminate basic wages and margins from its awards and to introduce total wages to operate from the beginning of the first pay-period commencing on or after 1 July 1967 (see page 16).

**STATE BASIC WAGES.** Basic wages operate in all States except Victoria where basic wages and margins were deleted from Wages Board determinations and wage rates expressed as total wages from July 1967 (see page 16).

TABLE 11. - STATE BASIC WAGES : WEEKLY RATES (\$)

Date operative	Adult Males	Adult Females	Date operative	Adult Males	Adult Females
NEW SOUTH WALES BASIC WAGE			QUEENSLAND BASIC WAGE		
SYDNEY RATES			BRISBANE RATES (a)		
1968 25 October (b)	35.85	27.45	1968 28 October (d)	35.55	27.25
1969 19 December (b)(c)	36.90	28.30	1969 22 December (c)	36.65	28.05
1971 1 January (c)	39.10	30.00	1971 4 January (c)	38.85	29.75
			20 December	39.80	30.50
SOUTH AUSTRALIAN LIVING WAGE			WESTERN AUSTRALIAN BASIC WAGE		
ADELAIDE RATES			PERTH RATES		
1968 28 October	34.65	26.55	1968 22 November (f)	35.45	27.08
1969 22 December	(e)	(e)	1969 24 November	36.45	27.88
1971 4 January (e)	37.85	29.00	1970 26 October (g)	38.45	29.40
			1971 26 October	39.45	30.90
TASMANIAN BASIC WAGE					
HOBART RATES					
1968 25 October (b)	35.75	27.40			
1969 19 December (b)(c)	36.80	28.20			
1971 1 January (b)(c)	39.00	29.90			

(a) Rates shown are operative in the Southern Division - Eastern District (including Brisbane). District allowances are added for other areas - see Labour Report No. 54, 1968 and 1969 (page 155). (b) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (c) In addition to the basic wage increases, margins in awards were increased by 3 per cent in December 1969 and by 6 per cent in January 1971. (d) Fixed loading of \$1 a week absorbed in basic wages. (e) An economic loading of 3 per cent of the sum of the living wage plus margin was added to all award rates of pay from 22 December 1969. As from 4 January 1971 the economic loading was absorbed in the living wage and margins; a new living wage was determined; and margins were further increased by 6 per cent. (f) Special loading of \$1.95 absorbed in basic wages. (g) Some Western Australian State awards include provisions for additions to minimum wage rates for adult males equal to ten per cent of the sum of the basic wage and margins. These provisions were first prescribed in October 1970.

NOTE. See explanatory notes above, details of minimum wage on page 15, and details of general increases in award "total wage" on page 16.



TABLE 12. - MINIMUM WAGE, ADULT MALES, WEEKLY RATES (\$)

## AWARDS OF COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION

In its decision of 8 July 1966 in the Basic Wage, Margins and Total Wages Cases of 1966, the Commonwealth Conciliation and Arbitration Commission announced that it intended to grant relief to low wage earners by inserting a provision in awards prescribing a minimum wage. The provisions inserted in the awards state that no adult male employee shall be paid at less than the prescribed minimum rates as ordinary rates of pay in respect of the ordinary hours of work prescribed by the award. The weekly rates of minimum wage prescribed were the appropriate basic wages plus \$3.75 a week.

Weekly rates of minimum wage prescribed in Commonwealth awards include those set out below. Changes in the rates since they were first introduced are shown in the following table.

Date operative (a)	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	Canberra	Darwin (b)
1966 11 July	37.25	36.45	34.75	36.05	36.55	37.15	..	..
1967 1 July	38.25	37.45	35.75	37.05	37.55	38.15	..	..
1968 25 October	39.60	38.80	37.10	38.40	38.90	39.50	..	..
1969 19 December	43.10	42.30	40.60	41.90	42.40	43.00	42.60	45.30
1971 1 January	47.10	46.30	44.60	45.90	46.40	47.00	46.60	49.30

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (b) Rates shown for Darwin are applicable north of the 20th parallel of south latitude. Rates for N.T. south of this parallel are \$1.60 a week less.

TABLE 13. - MINIMUM WAGE, ADULT MALES, WEEKLY RATES - STATES AWARDS (\$)

State awards in five States include provisions prescribing rates of minimum wage for adult males similar in concept to the Commonwealth award provision of minimum wage (see above). The first date shown is the date when the concept was first adopted in the State. Subsequently similar provisions were adopted for other awards, etc. Variations in the rates since they were first introduced are also shown in the table.

Date operative	Amount	Date operative	Amount
Victoria		Western Australia	
1969 19 December (a)	42.30	1967 April	36.55
1971 1 January (a)	46.30	1 July (a)	37.55
Queensland (b)		1968 25 October (a)	38.90
		1969 19 December (a)	42.40
1970 8 May	42.80	1970 26 October	49.00
1971 4 January	46.80	1971 26 October	51.50
South Australia		Tasmania	
1966 September	36.05	1967 July	38.15
1967 3 July	37.05	1968 25 October (a)	40.45
1968 28 October	38.40	1969 19 December (a)	43.00
1969 22 December	41.90	1971 1 January (a)	47.00
1971 4 January	45.90		

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (b) Rates shown are operative in the Southern Division - Eastern District (incl. Brisbane). District allowances are added for other areas - see Labour Report No. 54, 1968 and 1969 (page 155).

NOTE. See explanatory notes on page 14, details of basic wages on page 14, and details of general increases in award "total wages" on page 16.



TABLE 14. - GENERAL INCREASES IN AWARD "TOTAL WAGES"

All weekly rates of total wages for adult males and adult females in awards of the Commonwealth Conciliation and Arbitration Commission and Victorian Wages Board determinations have been increased as set out below since basic wages and margins were eliminated from these awards, etc. (see page 14). (Basic wage increases and general loadings added to wage rates in those State awards where basic wages still operate are indicated in Table 11 on page 14).

Date operative (a)	Adult males	Adult females
COMMONWEALTH AWARDS		
1967 1 July	\$1.00	\$1.00
1968 25 October	\$1.35	\$1.35
1969 19 December	3 per cent	3 per cent
1971 1 January	6 per cent	6 per cent

## VICTORIAN WAGES BOARD DETERMINATIONS

1967 1 July	\$1.00	\$1.00
1968 25 October	\$1.35	\$1.35
1969 19 December	3 per cent	3 per cent
1971 1 January	6 per cent	6 per cent

(a) Operative from the beginning of the first pay-period commencing on or after the date shown.

NOTE. See explanatory notes on page 14, details of basic wages on page 14, and details of minimum wage for adult males on page 15.



### III. AVERAGE WEEKLY EARNINGS

The estimates in this section are derived from particulars of employment and wages and salaries recorded on pay-roll tax returns, from other direct collections and from estimates of the unrecorded balance. The figures relate to civilians only. In addition to salary and wage payments at award rates, the total earnings figures used in the calculation of average weekly earnings include the earnings of employees not covered by awards, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the period, etc.

2. Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of male units, i.e. total male employees plus a proportion of female employees, the proportion being determined by the estimated ratio of female to male average earnings. Different ratios, based on information from the annual surveys of weekly earnings and hours, from a sample survey carried out in November 1969 and from other sources, have been used for individual States. The ratios are as follows: New South Wales (including the Australian Capital Territory) 54 per cent, Victoria 53, Queensland 52, South Australia (including the Northern Territory) 50, Western Australia 49 and Tasmania 49. As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States, a separate ratio for Australia as a whole is not used, but the weighted average of the State ratios is approximately 52.5 per cent.

3. Because of the adoption of a new definition of the labour force at the June 1966 population census there is a break in comparability between June and September quarters of 1966 in the employment series used in the calculation of average weekly earnings. For this and other reasons (in particular, the lack of precise information about the ratios of female to male earnings in the several States for 1965-66 and earlier years) it is not possible to make a comparable series of State estimates for periods prior to September quarter 1966. However, in order to provide a broad indication of trends over a longer period, estimates for Australia as a whole have been calculated for the period back to September quarter 1961 by methods and on a basis that are as nearly as possible comparable with those used for the current series. These estimates are shown in Table 16.

4. The quarterly figures in money terms are affected by seasonal influences. For example, special payments, including prepayment for holiday periods, tend to raise the December quarter and to depress the March quarter averages. In addition, figures for all quarters are affected by the varying incidence of pay days in successive quarters. Allowance for the varying incidence of pay days and for seasonal factors has been made in calculating the seasonally adjusted estimates shown in the tables. It should also be noted that seasonal adjustment factors were estimated from a series adjusted to allow for the effects of major awards and determinations of Commonwealth and State industrial authorities. The effects of these awards and determinations are retained in the seasonally adjusted data. A detailed description of the methods of seasonal adjustment was published in conjunction with the September quarter 1971 issue of "Average Weekly Earnings" (Reference No. 6.13).

5. For a number of reasons, average weekly earnings per employed male unit cannot be compared directly with the weekly wage rates shown in Tables 1-4. The figures in Tables 1-4 are weighted average minimum award etc. rates payable to adult male wage earners in non-agricultural industry for a full week's work, at the end of each month or year. Those in Tables 15 and 16 represent actual average weekly earnings for all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) and are quarterly or annual averages.



TABLE 15. - AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a)  
(\$)

Period	N.S.W. (b)	Vic.	Qld	S.A. (c)	W.A.	Tas.	Australia	
							Original	Seasonally adjusted
1966-67	63.50	63.90	57.10	57.60	59.20	58.40	61.70	..
1967-68	67.00	67.60	60.20	61.10	63.90	61.90	65.30	..
1968-69	72.70	72.10	64.30	65.20	68.70	65.60	70.20	..
1969-70	78.80	78.10	69.20	70.90	75.50	70.80	76.10	..
1970-71	87.90	86.20	77.80	78.40	84.60	78.70	84.70	..
1966 - Sept. qtr	62.40	63.20	56.30	57.30	59.10	56.60	60.90	60.70
Dec. "	64.60	65.50	59.00	58.40	60.40	60.30	63.10	61.10
1967 - Mar. "	61.30	60.70	54.50	56.00	57.50	56.70	59.30	62.00
June "	65.40	66.00	58.60	58.60	59.90	60.00	63.50	63.20
Sept. "	65.70	66.80	59.10	60.30	62.20	60.20	64.20	64.20
Dec. "	68.10	69.80	62.30	62.00	64.80	64.30	66.90	64.90
1968 - Mar. "	65.20	64.40	57.40	59.60	62.20	60.10	63.00	65.50
June "	69.00	69.30	61.80	62.20	66.30	63.10	67.10	66.80
Sept. "	69.70	69.60	61.80	63.70	66.70	62.80	67.60	67.70
Dec. "	75.30	74.00	66.10	66.60	69.70	68.40	72.30	69.80
1969 - Mar. "	70.50	70.30	61.90	63.80	67.30	63.50	68.30	71.70
June "	75.20	74.60	67.30	66.60	71.20	67.50	72.60	72.20
Sept. "	76.20	76.00	67.60	69.30	73.30	68.80	73.90	73.60
Dec. "	81.60	80.80	71.50	72.90	78.00	73.90	78.70	75.00
1970 - Mar. "	74.90	74.30	65.90	68.10	72.70	66.30	72.50	77.10
June "	82.30	81.10	71.90	73.50	78.00	74.30	79.10	78.80
Sept. "	83.50	82.10	73.90	76.10	80.50	74.40	80.70	80.00
Dec. "	89.70	87.50	79.10	78.70	85.70	80.50	86.10	81.90
1971 - Mar. "	85.00	83.70	75.90	76.50	82.40	74.90	82.10	87.50
June "	93.20	91.50	82.70	82.20	89.50	85.00	89.80	88.60
Sept. "	92.70	91.40	83.10	85.00	92.30	82.30	90.00	90.10

(a) See explanation in paragraphs 1 and 2 on page 17. (b) Includes the Australian Capital Territory.

(c) Includes the Northern Territory.

TABLE 16. - AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a), AUSTRALIA  
(\$)

Period	Original	Seasonally adjusted	Period	Original	Seasonally adjusted
1961-62	47.60	..	1963 - Sept. qtr	49.80	50.30
1962-63	48.90	..	Dec. "	54.10	51.60
1963-64	51.50	..	1964 - Mar. "	49.10	51.30
1964-65	55.30	..	June "	52.80	52.10
1965-66	57.90	..	Sept. "	54.10	53.80
1961 - Sept. qtr	46.70	47.10	Dec. "	57.50	55.10
Dec. "	49.20	47.30	1965 - Mar. "	53.00	55.80
1962 - Mar. "	45.70	48.00	June "	56.60	56.40
June "	48.80	48.30	Sept. "	57.60	57.10
Sept. "	47.90	48.40	Dec. "	59.60	57.40
Dec. "	50.50	48.50	1966 - Mar. "	55.50	58.20
1963 - Mar. "	46.90	49.30	June "	58.70	58.40
June "	50.30	49.70			

(a) See explanation in paragraphs 1-3 on page 17.



#### IV. SURVEYS OF WEEKLY EARNINGS AND HOURS

General - Since 1960 a number of statistical surveys of wages and hours of work in Australia have been conducted. Each of these surveys is listed below and reference made to the publications containing detailed results. As these surveys were based on samples, the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published for these surveys including that shown in the following tables has been determined after considering estimated measures of sampling variability. In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's October survey results.

Survey of Wage Rates and Earnings, September 1960 - For results of this survey of marginal rates of wages and actual weekly earnings of full-time adult male employees see Labour Report No. 50, 1962 and 1963 (pages 80-83).

Survey of Weekly Earnings, October 1961 - Results of this survey about the distribution of actual weekly earnings of full-time adult males were published in Labour Report No. 50, 1962 and 1963 (pages 83-86).

Survey of Weekly Earnings, October 1965 - This survey obtained average weekly earnings for full-time adult and junior males in private and government employment; and for full-time adult males, the number in various weekly earnings groups, and a dissection of total weekly earnings, into overtime earnings, ordinary time earnings at "award, etc. rates", and ordinary time earnings in excess of "award, etc. rates". For detailed results see Labour Report No. 53, 1967.

Surveys of Weekly Earnings and Hours, October 1962 to 1970 (excluding 1965) - The surveys of October 1962, 1963 and 1964 obtained figures of average weekly earnings, average weekly hours paid for, and average hourly earnings for adult and junior males and females in private employment, separately by industry groups and by States. In addition, the surveys since 1966 have also obtained details of average weekly overtime earnings and overtime hours for full-time male and female employees in private employment (other than managerial etc. staff). The surveys were conducted from stratified random samples of private employers subject to pay-roll tax excluding those in rural industry and in private domestic service.

A summary of some of the results of the October 1970 survey together with some comparisons with the results of earlier October surveys are shown in Tables 17 to 21. For more detailed results and comparisons, particulars of coverage, definition of terms used, and some interpretation of the meaning of the figures see statistical bulletin, Summary of Weekly Earnings and Hours, October 1970 (Reference No. 6.1).

Survey of Weekly Earnings, May 1971 - The object of the survey was to obtain, for private and government employees, estimates of the numbers and proportions of full-time adult male employees (paid for a full week) in various total weekly earnings groups, average weekly total earnings for these employees, and a dissection of average weekly total earnings into average weekly overtime earnings and average weekly ordinary time earnings. Separate details were obtained for (a) male managerial executive, professional and higher supervisory staff, and (b) other full-time adult male employees. Similar statistics were last obtained from a survey of weekly earnings in October 1965 (see above) but that survey did not have as full an industry coverage as this current survey. Because this survey was confined to full-time adult male employees paid for a full working week, and for other reasons, the average weekly earnings for private employees obtained from this survey are not directly comparable with the average earnings for full-time adult males obtained from the annual October surveys of weekly earnings and hours (see Tables 17 to 21). Tables 22 and 23 show some preliminary results of the May 1971 survey. For more detailed results, including definitions, particulars of coverage, definition of terms used and reasons for persons in low weekly earnings groups see statistical bulletin, Survey of Weekly Earnings, May 1971 (Preliminary Results) (Reference No. 6.29).



TABLE 17. - AVERAGE WEEKLY EARNINGS AND HOURS, PRIVATE EMPLOYMENT - FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a)

INDUSTRY GROUPS : AUSTRALIA (b) - OCTOBER 1970 (c)

Industry group	Average weekly earnings (\$)				Average weekly hours paid for			
	Adult males	Junior males	Adult females	Junior females	Adult males	Junior males	Adult females	Junior females
<b>Manufacturing -</b>								
Extracting, refining and founding of metals	84.90	45.90	50.40	35.60	45.0	42.2	40.5	40.3
Engineering and metalworking	79.50	38.40	48.30	32.20	44.8	41.3	40.5	39.3
Ships, vehicles, parts and accessories	78.10	36.40	48.60	32.10	43.0	41.4	39.5	39.4
Founding, engineering, vehicles, etc.	80.10	39.10	48.40	32.50	44.4	41.5	40.3	39.4
Textiles, clothing and footwear	73.40	36.30	42.60	26.20	43.6	40.4	39.5	39.5
Food, drink and tobacco	73.80	37.30	43.90	29.10	43.6	40.7	39.1	38.9
Paper, printing, bookbinding and photography	86.00	41.30	46.40	29.80	42.7	41.2	39.5	39.5
Chemicals, dyes, explosives, paints, non-mineral oils	79.90	40.60	47.20	31.70	42.9	40.6	39.6	38.6
Other	77.00	35.80	44.90	29.30	44.2	40.4	39.8	38.8
<u>Manufacturing groups</u>	78.70	38.50	45.20	29.20	44.0	41.1	39.7	39.3
<b>Non-manufacturing -</b>								
Mining and quarrying	104.00	53.00	58.90	37.80	44.8	42.2	38.9	38.5
Building and construction	90.40	41.60	52.50	32.70	44.8	41.8	39.4	39.6
Transport and storage	90.00	43.30	55.10	33.70	46.1	42.1	39.3	39.4
Finance and property	83.60	43.10	54.30	37.20	38.5	39.0	37.9	38.4
Wholesale trade, primary produce dealing, etc.	74.20	37.00	49.90	31.60	41.9	40.4	38.7	38.8
Retail trade	66.80	34.70	45.80	28.50	41.8	41.1	39.3	39.7
Other industries (d)	77.00	40.30	50.30	32.90	42.2	39.6	39.1	37.8
<u>Non-manufacturing groups</u>	81.60	38.90	49.70	32.20	43.0	40.6	38.9	38.9
<u>All industry groups (e)</u>	80.00	38.70	47.30	31.30	43.5	40.8	39.4	39.0

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. See also text on page 19. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October 1970.

(d) Includes community and business services; amusement, hotels, cafes, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (e) Excludes rural industry, and private domestic service.



TABLE 13. - AVERAGE WEEKLY EARNINGS AND HOURS, PRIVATE EMPLOYMENT - FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF) (a) INDUSTRY GROUPS : AUSTRALIA (b), OCTOBER 1963 TO 1970 (c).

Industry group	Average weekly earnings(\$)							Average weekly hours paid for						
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1968	Oct. 1969	Oct. 1970	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1968	Oct. 1969	Oct. 1970
<b>Manufacturing -</b>														
Extracting, refining and foundry of metals	53.20	58.70	62.80	67.30	73.10	79.20	84.90	43.4	44.2	44.3	44.5	44.8	45.5	45.0
Engineering and metalworking	51.40	55.50	61.60	65.30	72.00	75.10	79.50	41.8	44.3	44.2	44.2	44.8	44.7	44.8
Ships, vehicles, parts and accessories	52.40	55.70	60.50	65.10	67.60	71.90	78.10	43.5	42.9	42.6	43.1	41.9	43.2	43.0
Foundry, engineering, vehicles, etc.	52.00	56.10	61.50	65.60	71.10	74.90	80.10	43.1	43.9	43.8	44.0	44.1	44.5	44.4
Textiles, clothing and footwear	47.60	51.60	57.50	60.00	63.10	68.30	73.40	41.9	42.7	42.9	42.8	43.2	43.8	43.6
Food, drink and tobacco	48.40	52.00	58.00	62.10	63.50	68.50	73.80	42.7	43.1	43.5	44.1	43.6	43.7	43.6
Paper, printing, bookbinding and photography	57.00	60.70	66.60	70.50	74.50	79.60	86.00	41.8	42.2	42.3	42.3	42.1	42.7	42.7
Chemicals, dyes, explosives, paints, non-mineral oils	51.80	55.60	63.00	65.30	69.70	73.90	79.90	41.8	42.9	42.3	42.5	43.5	43.0	42.9
Other	49.30	53.20	58.50	62.60	65.40	71.70	77.00	43.1	43.2	43.5	44.0	43.8	44.3	44.2
<u>Manufacturing groups</u>	51.00	55.00	60.70	64.50	68.60	73.30	78.70	42.8	43.4	43.5	43.7	43.7	44.1	44.0
<b>Non-manufacturing -</b>														
Mining and quarrying	60.60	(d)65.50	76.10	81.50	85.60	95.50	104.00	41.6	42.7	42.9	43.8	43.4	44.8	44.8
Building and construction	55.70	59.90	67.90	69.40	77.50	80.20	90.40	43.0	43.7	44.5	43.6	45.2	44.6	44.8
Transport and storage	55.30	59.60	67.60	70.70	74.00	81.60	90.00	44.6	45.2	46.4	46.6	45.8	46.6	46.1
Finance and property	52.60	57.40	64.30	68.80	70.50	79.80	83.60	38.9	38.9	38.7	38.7	38.7	38.6	38.5
Wholesale trade, primary produce dealing, etc.	48.70	52.50	57.30	60.00	63.70	68.90	74.20	40.9	41.2	41.3	41.3	41.3	41.7	41.9
Retail trade	46.60	49.70	54.30	56.40	59.80	62.90	66.80	41.2	41.2	41.3	41.5	41.8	41.6	41.8
Other industries (e)	50.00	53.30	58.50	61.90	65.20	71.00	77.00	41.2	41.2	41.6	42.0	41.9	42.2	42.2
<u>Non-manufacturing groups</u>	51.50	55.40	61.90	64.70	69.40	74.90	81.60	41.6	42.0	42.4	42.4	42.7	42.9	43.0
<u>All industry groups (f)</u>	51.20	55.20	61.20	64.60	69.00	74.00	80.00	42.3	42.8	43.0	43.1	43.3	43.6	43.5

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. See also text on page 19. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October each year except 1965. (d) Affected by industrial disputes. (e) Includes community and business services; amusement, hotels, cafes, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (f) Excludes rural industry, and private domestic service.



TABLE 19. - AVERAGE WEEKLY EARNINGS AND HOURS, PRIVATE EMPLOYMENT - FULL-TIME EMPLOYEES  
(OTHER THAN MANAGERIAL, ETC. STAFF) (a) ALL INDUSTRY GROUPS (b) : STATES, OCTOBER 1963 TO 1970

State	Average weekly earnings (\$)							Average weekly hours paid for						
	Last Pay-period in October -							Last Pay-period in October -						
	1963	1964	1966	1967	1968	1969	1970	1963	1964	1966	1967	1968	1969	1970
ADULT MALES														
New South Wales	52.70	56.70	61.90	65.70	70.80	76.10	82.00	42.1	42.8	42.7	43.0	43.3	43.5	43.6
Victoria	51.70	55.80	62.10	65.20	69.00	73.60	79.10	42.8	42.9	43.3	43.3	43.1	43.6	43.5
Queensland	48.50	52.30	59.50	62.10	64.70	70.90	77.40	42.2	43.1	42.8	42.9	42.5	43.0	42.9
South Australia	49.30	53.60	58.00	60.90	64.60	68.90	74.20	42.7	43.2	42.9	43.1	42.8	43.5	43.2
Western Australia	47.20	49.90	60.40	65.10	73.00	77.30	85.20	41.4	42.2	43.5	44.2	45.8	45.5	45.4
Tasmania	48.90	52.40	60.10	62.20	65.50	69.60	74.90	41.4	41.7	42.6	42.0	42.0	42.2	42.0
Australia (c)	51.20	55.20	61.20	64.60	69.00	74.00	80.00	42.3	42.8	43.0	43.1	43.3	43.6	43.5
JUNIOR MALES														
New South Wales	24.60	27.20	30.30	32.20	34.50	36.40	40.00	40.4	40.8	40.4	40.7	40.7	40.7	40.6
Victoria	23.70	26.80	29.70	32.00	34.60	37.00	39.60	40.6	40.8	40.7	41.0	40.9	40.8	40.8
Queensland	22.50	24.40	28.70	31.50	33.50	34.40	36.20	40.7	40.9	41.1	41.2	40.9	40.9	40.4
South Australia	22.50	24.80	27.70	30.30	31.70	34.40	36.40	41.2	40.9	40.8	40.8	41.2	41.5	41.3
Western Australia	20.70	21.40	27.10	28.80	31.20	34.30	37.90	40.4	40.8	41.0	41.1	41.5	41.8	41.9
Tasmania	22.70	24.40	27.80	30.90	32.40	34.50	37.90	40.2	40.1	40.7	40.4	40.7	40.2	40.6
Australia (c)	23.50	25.90	29.40	31.50	33.80	35.80	38.70	40.5	40.8	40.7	40.9	40.9	40.9	40.8
ADULT FEMALES														
New South Wales	31.50	33.40	36.20	38.40	40.20	44.90	49.30	39.0	39.2	39.0	38.9	38.9	39.3	39.3
Victoria	30.20	32.60	35.10	37.60	39.20	42.50	46.40	39.4	39.4	39.3	39.3	39.2	39.4	39.3
Queensland	29.30	30.90	33.90	36.10	37.30	41.60	44.90	39.5	39.7	39.6	39.3	39.1	39.5	39.6
South Australia	28.50	31.10	33.70	35.80	37.20	39.90	43.60	40.0	40.0	39.7	39.8	39.9	39.6	39.5
Western Australia	29.50	30.50	35.10	36.20	38.60	43.40	47.40	39.6	39.7	39.3	39.6	39.5	39.9	39.7
Tasmania	29.10	30.60	33.70	35.70	37.90	40.00	43.60	39.2	39.0	39.1	38.8	38.9	38.9	39.1
Australia (c)	30.50	32.60	35.40	37.60	39.30	43.20	47.30	39.3	39.4	39.2	39.2	39.1	39.4	39.4
JUNIOR FEMALES														
New South Wales	20.60	22.00	24.20	25.50	26.50	29.60	32.30	38.9	39.2	39.0	38.9	38.8	38.7	39.0
Victoria	19.50	21.70	24.90	25.70	26.90	29.90	33.10	38.8	39.1	38.9	38.7	38.8	38.7	38.8
Queensland	17.90	19.10	21.70	23.20	23.20	26.10	29.10	39.2	39.8	39.3	39.4	39.4	39.5	39.5
South Australia	18.20	20.10	22.30	23.70	23.90	27.00	28.60	39.3	39.4	39.5	39.2	39.2	39.5	39.2
Western Australia	17.20	17.40	21.10	22.70	23.90	27.30	30.00	39.9	39.5	39.3	39.3	39.4	39.6	39.0
Tasmania	18.40	19.40	22.00	23.80	24.50	26.60	28.70	39.1	39.7	39.5	38.9	39.2	39.0	39.0
Australia (c)	19.40	20.90	23.60	24.80	25.60	28.60	31.30	39.0	39.3	39.1	39.0	39.0	39.0	39.0

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. See also text on page 19. (b) Excludes rural industry, and private domestic service. (c) Excludes Northern Territory and Australian Capital Territory.



TABLE 20. - AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS (a), PRIVATE EMPLOYMENT

FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL STAFF) - AUSTRALIA (b)

OCTOBER 1966 TO 1970 (c)

	MANUFACTURING					NON-MANUFACTURING					ALL INDUSTRY GROUPS (d)				
	Oct. 1966	Oct. 1967	Oct. 1968	Oct. 1969	Oct. 1970	Oct. 1966	Oct. 1967	Oct. 1968	Oct. 1969	Oct. 1970	Oct. 1966	Oct. 1967	Oct. 1968	Oct. 1969	Oct. 1970
Average weekly earnings (\$)															
Adult males -															
Overtime earnings (a)	9.10	10.10	11.00	12.40	13.20	7.00	7.40	9.00	10.30	11.50	8.20	9.00	10.10	11.50	12.50
Ordinary time earnings	51.60	54.40	57.60	61.00	65.40	55.00	57.30	60.40	64.60	70.00	53.00	55.70	58.80	62.50	67.50
Total	60.70	64.50	68.60	73.30	78.70	61.90	64.70	69.40	74.90	81.60	61.20	64.60	69.00	74.00	80.00
Junior males -															
Overtime earnings (a)	2.60	3.20	3.40	3.60	3.80	1.30	1.70	2.00	2.00	2.70	2.00	2.40	2.70	2.80	3.20
Ordinary time earnings	27.00	28.90	30.90	32.30	34.60	27.80	29.30	31.40	33.70	36.20	27.40	29.10	31.10	33.00	35.50
Total	29.70	32.00	34.20	36.00	38.50	29.10	31.10	33.30	35.70	38.90	29.40	31.50	33.80	35.80	38.70
Adult females -															
Overtime earnings (a)	1.80	2.00	2.20	2.70	3.20	0.90	0.90	1.10	1.30	1.50	1.40	1.50	1.70	2.10	2.40
Ordinary time earnings	32.50	34.30	35.40	38.50	42.10	35.90	38.20	40.20	44.20	48.20	34.00	36.10	37.60	41.20	45.00
Total	34.30	36.30	37.60	41.20	45.20	36.80	39.20	41.20	45.50	49.70	35.40	37.60	39.30	43.20	47.30
Junior females -															
Overtime earnings (a)	0.80	0.80	0.90	1.10	1.20	0.40	0.40	0.40	0.60	0.80	0.50	0.50	0.60	0.80	0.90
Ordinary time earnings	22.00	22.80	23.50	25.90	26.00	23.60	25.00	25.80	28.80	31.30	23.10	24.30	25.00	27.90	30.40
Total	22.80	23.70	24.40	27.00	29.20	23.90	25.40	26.20	29.40	32.20	23.60	24.80	25.60	28.60	31.30
Average weekly hours paid for															
Adult males -															
Overtime hours (a)	4.7	5.0	5.0	5.5	5.4	3.5	3.4	4.0	4.3	4.4	4.2	4.3	4.6	4.9	4.9
Ordinary time hours	38.8	38.8	38.7	38.6	38.6	38.9	38.9	38.7	38.7	38.6	38.8	38.8	38.7	38.7	38.6
Total	43.5	43.7	43.7	44.1	44.0	42.4	42.4	42.7	42.9	43.0	43.0	43.1	43.3	43.6	43.5
Junior males -															
Overtime hours (a)	2.4	2.7	2.7	2.7	2.6	1.2	1.5	1.6	1.5	1.8	1.8	2.1	2.1	2.1	2.2
Ordinary time hours	38.8	38.6	38.6	38.5	38.4	38.9	39.1	39.0	39.0	38.8	38.9	38.8	38.8	38.8	38.6
Total	41.2	41.3	41.2	41.3	41.1	40.1	40.5	40.5	40.5	40.6	40.7	40.9	40.9	40.9	40.8
Adult females -															
Overtime hours (a)	1.5	1.5	1.6	1.9	1.9	0.7	0.7	0.7	0.8	0.8	1.1	1.1	1.2	1.4	1.4
Ordinary time hours	38.0	37.8	37.7	37.9	37.8	38.3	38.3	38.2	38.2	38.1	38.1	38.0	37.9	38.1	37.9
Total	39.4	39.3	39.3	39.8	39.7	39.0	39.0	38.9	39.0	38.9	39.2	39.2	39.1	39.4	39.4
Junior females -															
Overtime hours (a)	0.9	0.9	1.0	1.1	1.1	0.4	0.4	0.4	0.5	0.6	0.6	0.6	0.6	0.7	0.8
Ordinary time hours	38.4	38.3	38.0	37.9	38.1	38.6	38.5	38.5	38.4	38.3	38.5	38.4	38.4	38.3	38.3
Total	39.3	39.2	39.0	39.1	39.3	39.0	38.9	39.0	39.0	38.9	39.1	39.0	39.0	39.0	39.0

(a) Averages for all employees represented in the estimates whether or not they worked overtime. (b) Private employees. Excludes managerial, executive, professional and higher supervisory staff. Excludes Northern Territory and Australian Capital Territory. See also text page 19. (c) Last pay period in October, 1966 to 1970. (d) Excludes rural industry and private domestic service.



TABLE 21. - AVERAGE WEEKLY EARNINGS, PRIVATE EMPLOYMENT - FULL-TIME MALE MANAGERIAL, EXECUTIVE, ETC. STAFF (a)

## INDUSTRY GROUPS, AUSTRALIA. (b)

(\$)

Industry group	October 1966	October 1967	October 1968	October 1969	October 1970
<b>Manufacturing -</b>					
Extracting, refining and founding of metals	114.60	120.20	129.40	135.10	148.50
Engineering and metalworking	99.40	104.60	111.20	118.30	127.70
Ships, vehicles, parts and accessories	100.30	107.20	109.90	117.00	124.30
Founding, engineering, vehicles, etc.	100.90	106.60	112.60	119.40	129.00
Textiles, clothing and footwear	95.00	100.60	103.20	114.80	120.80
Food, drink and tobacco	97.40	98.00	103.40	112.40	123.90
Paper, printing, bookbinding and photography	99.50	109.90	111.40	117.90	127.80
Chemicals, dyes, explosives, paints, non-mineral oils	109.10	112.90	119.90	126.80	133.40
Other	96.50	101.40	106.60	112.70	128.00
<u>Manufacturing groups</u>	99.50	104.60	109.80	117.20	127.60
<b>Non-manufacturing -</b>					
Mining and quarrying	123.50	134.90	137.50	147.40	161.90
Building and construction	103.30	103.00	105.30	117.10	130.50
Transport and storage	97.70	103.60	109.80	116.20	124.50
Finance and property	106.50	110.80	118.00	130.30	156.80
Wholesale trade, primary produce dealing, etc.	97.00	105.30	110.00	118.40	125.60
Retail trade	80.70	84.50	88.10	97.00	105.70
Other industries (c)	95.30	102.10	107.50	114.80	124.80
<u>Non-manufacturing groups</u>	96.00	101.60	106.70	116.60	129.40
<u>All industry groups (d)</u>	97.50	102.90	108.10	116.90	128.70

## ALL INDUSTRY GROUPS (d), STATES

Last pay-period in -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust. (b)
October 1963	82.90	82.90	75.90	73.60	69.20	71.30	80.20
" 1964	88.40	86.40	79.70	79.10	74.30	76.80	85.00
" 1966	99.80	100.20	88.20	89.90	92.10	92.90	97.50
" 1967	105.70	106.50	93.20	92.70	96.50	93.40	102.90
" 1968	111.20	111.30	98.60	97.60	102.20	98.00	108.10
" 1969	121.00	118.70	105.90	106.10	113.20	107.30	116.90
" 1970	134.40	130.40	116.60	114.00	123.50	115.70	128.70

(a) Private employees only. Includes managerial, executive, professional and higher supervisory staff. See also text on page 19. Last pay-periods in October. (b) Excludes Northern Territory and Australian Capital Territory. (c) Includes community and business services; amusement, hotels, cafes, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (d) Excludes rural industry, and private domestic service.



TABLE 22. - TOTAL WEEKLY EARNINGS GROUPS AND AVERAGE WEEKLY EARNINGS - MAY 1971 (a)

## FULL-TIME ADULT MALE EMPLOYEES PAID FOR A FULL WORKING WEEK (b)

## ALL INDUSTRY GROUPS (c) - STATES

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia			
									Private (d)	Govern- ment(d)	Total	
NUMBER IN TOTAL WEEKLY EARNINGS GROUPS ('000) (MANAGERIAL ETC STAFF (e) AND ALL OTHER FULL-TIME ADULT MALES)												
Total weekly earnings groups -												
Up to \$ 43.99										0.7	0.3	1.0
\$ 44.00 to 44.99	1.4	0.3	0.7	*				*		0.7	0.1	0.8
\$ 45.00 to 45.99				0.6	0.1	*	*			1.1	0.2	1.3
\$ 46.00 to 46.99	1.0	1.1	2.1	0.3						3.1	1.6	4.7
\$ 47.00 to 47.99	1.7	1.0	1.6	0.9						4.3	1.2	5.5
\$ 48.00 to 48.99	1.8	1.5	1.5	1.0		1.0		0.2		4.5	1.8	6.2
\$ 49.00 to 49.99	2.3	1.8	1.4	1.0	1.4		0.1			6.1	2.3	8.4
\$ 50.00 to 51.99	7.8	6.2	4.2	3.3	2.1	0.8		0.1		17.7	7.0	24.7
\$ 52.00 to 53.99	10.0	7.8	4.5	3.9	2.0	1.2	0.1	0.1		20.6	8.9	29.6
\$ 54.00 to 55.99	11.6	10.9	7.8	4.2	3.5	1.5	0.2	0.1		28.4	11.5	39.9
\$ 56.00 to 57.99	14.5	12.8	10.6	4.6	3.3	1.6	0.1	0.2		31.5	16.2	47.7
\$ 58.00 to 59.99	18.0	14.2	8.5	6.5	3.4	1.7	0.2	0.3		36.9	16.0	52.9
\$ 60.00 to 64.99	53.4	40.8	21.1	17.1	9.7	4.8	0.4	1.3		104.8	43.8	148.5
\$ 65.00 to 69.99	54.0	44.7	23.0	19.2	12.7	5.8	0.5	1.3		113.3	47.7	161.1
\$ 70.00 to 74.99	62.1	47.6	23.1	17.3	13.3	5.6	0.6	1.3		115.5	55.4	170.9
\$ 75.00 to 79.99(f)	69.6	52.7	22.4	17.3	12.7	5.6	0.7	1.4		134.5	47.9	182.4
\$ 80.00 to 99.99	223.8	160.2	53.0	53.3	42.2	15.2	2.8	5.4		397.6	157.9	555.7
\$ 100.00 to 119.99	136.9	94.9	28.9	25.7	26.3	7.6	2.5	4.7		232.9	94.6	327.4
\$ 120.00 and over	166.4	115.6	38.4	25.4	39.1	9.8	4.8	11.3		276.7	134.7	410.8
Total	836.4	614.0	252.9	201.8	171.9	62.0	13.2	28.0		1,531.2	649.1	2,180.2

## AVERAGE WEEKLY EARNINGS (g) (\$)

## TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES

Managerial, etc. staff (e)	146.50	143.00	128.80	132.90	139.00	130.90	152.90	186.60	134.10	177.30	142.30
All other full-time adult males -											
Overtime earnings	11.90	10.90	10.00	8.80	16.00	8.70	18.20	11.80	13.30	7.20	11.40
Ordinary time earnings	78.30	77.20	73.10	74.10	76.90	76.00	92.10	97.10	74.40	83.00	77.10
Total	90.20	88.10	83.10	82.90	92.80	84.70	110.30	109.00	87.70	90.20	88.50
TOTAL FULL-TIME ADULT MALES	98.50	97.00	89.00	88.80	98.50	90.70	115.20	125.20	95.50	98.20	96.30

\* Less than 50 employees

For footnotes see page 26. See also text page 19.



TABLE 23. - AVERAGE WEEKLY EARNINGS (a), FULL-TIME ADULT MALE EMPLOYEES (b), MAY 1971 (a)

## INDUSTRY GROUPS, AUSTRALIA

## TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES (d)

Industry groups	Managerial etc. staff (e)	All other full-time adult males			Total (private and government)
		Overtime	Ordinary time	Total	
Manufacturing -					
Extracting, refining and founding of metals	149.00	19.20	76.60	95.80	99.30
Engineering and metalworking	131.10	16.00	72.20	88.10	94.00
Ships, vehicles, parts and accessories	132.20	13.40	72.90	86.30	89.50
Founding, engineering, vehicles, etc.	133.00	15.70	73.10	88.80	93.40
Textiles, clothing and footwear	128.40	11.40	67.60	79.00	88.40
Food, drink and tobacco	125.40	12.20	67.50	79.70	85.20
Paper, printing, bookbinding and photography	138.30	10.90	81.40	92.30	98.10
Chemicals, dyes, explosives, paints, non-mineral oils	144.00	11.00	76.40	87.40	98.10
Other	127.10	13.60	69.60	83.10	88.70
<u>Manufacturing groups</u>	131.90	14.00	72.20	86.20	91.80
Non-manufacturing -					
Mining and quarrying	163.30	23.30	92.20	115.50	120.80
Electricity, gas, water and sanitary services	182.40	7.20	81.70	89.00	95.50
Building and construction	136.90	13.90	75.30	89.20	93.50
Transport, storage and communication	156.80	14.40	81.40	95.80	100.70
Finance and property	162.00	2.70	88.90	91.60	112.80
Wholesale trade, primary produce dealing, etc.	134.60	7.50	73.80	81.20	91.70
Retail trade	111.50	5.20	69.10	74.30	82.60
Public authority activities (n.e.i.) and community and business services	165.10	4.10	90.80	94.90	110.40
Other industries (h)	120.00	8.10	70.30	78.40	86.00
<u>Non-manufacturing groups</u>	147.40	9.70	80.40	90.00	99.10
<u>All industry groups (c)</u>	142.30	11.40	77.10	88.50	96.30

(a) Pay-period which included 12 May 1971. Preliminary figures subject to revision. See text page 19. (b) Full-time adult male employees whose normal hours of work are 30 or more a week and who were paid for their full normal hours of work for the pay-period. (c) Excludes rural industry and private domestic service. (d) Private employees are employees of private employers subject to pay-roll tax and of all public hospitals. Government employees are employees of Commonwealth and State government departments, government authorities and semi-government bodies, and of local government authorities. (e) Managerial, executive, professional and higher supervisory staff. (f) Includes managerial, etc. staff earning "up to \$79.99". (g) Not directly comparable with averages shown in Tables 17 to 21 - see text page 19. (h) Includes amusement, hotels, cafes, personal service, etc.; and forestry, fishing and trapping.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, A.C.T. 2600. 22 FEBRUARY 1972

J. P. O'NEILL

COMMONWEALTH STATISTICIAN

NOTE. Inquiries concerning these statistics may be made in Canberra by telephoning 63 9111 extension 2055 (for Section III) or in each State capital, by telephoning the office of the Bureau of Census.



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# WAGE RATES AND EARNINGS



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